THE SCHOOL DISTRICT OF ESCAMBIA COUNTY Finance and Business Services	SCHOOL BOARD AGENDA EXECUTIVE SUMMARY
AGENDA DATE: February 26, 2019	ITEM NUMBER:
AGENDA REFERENCE:	FISCAL IMPACT / AMOUNT:
2018-2019 Grandfather Instructional Salary Schedules, 2018-2019 Performance Instructional Salary Schedules, and	General Fund Regular Operations cost of:
2018-2019 Instructional Supplements Schedule	\$4,087,049 for 2018-2019
FUND SOURCE:	

Various

BACKGROUND INFORMATION / DESCRIPTION

- 1. The proposed 2018-2019 Grandfather Instructional Salary Schedules, 2018-2019 Performance Instructional Salary Schedules, and 2018-2019 Instructional Supplements Schedule reflect the following:
 - \$800 market adjustment for all instructional personnel to the schedule.
 - After this transition, pay increases for the 2018-2019 school year will proceed as follows:
 - a) All Instructional Personnel rated as "Highly Effective" for the 2017-2018 school year will advance two levels -\$400.00.
 - b) All Instructional Personnel rated as "Effective" for the 2017-2018 school year will advance one level \$200.00.
 - The District will fund Best and Brightest bonuses for instructional employees not defined in Florida Statute as classroom teachers who met all qualifications for the bonus. Overall HE will receive a \$1,200.00 bonus and overall E will receive an \$800.00 bonus.
 - All full time instructional Assistant Band Directors on a 10 month schedule will move to an 11 month schedule.

EDUCATIONAL IMPACT

OTHER REFERENCES OR NOTES

Section 1012.27(2), F.S. requires that the Superintendent prepare and recommend salary schedules to the Board for adoption. Section 1012.22(1)(c), F.S. requires the Board to adopt salary schedules for paying all employees.

ACTION REQUIRED

Approval, retroactive to July 1, 2018, of the 2018-2019 Grandfather Instructional Salary Schedules, 2018-2019 Performance Instructional Salary Schedules, and 2018-2019 Instructional Supplements Schedule

STRATEGIC ALIGNMENT

GOAL:

P.2 - To retain and sustain a viable competent work force

OBJECTIVE: .n/a

REQUESTED BY DATE

Terry St. Cyr Finance and Business Services

February 22, 2019

APPROVED

ASSISTANT SUPERINTENDENT

DATE

BATEANHBADARDUATPROVADOL BOARD

Terry St. Cyr

Finance and Business Services

February 22, 2019

FEB 2 6 2019

VENIFIED BY RECORDING CECRETARY

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY 10 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE 2018-2019 FISCAL YEAR

ALL PROFESSIONAL SERVICE CONTRACT AND CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

	<u>Level</u>	Amount	Level	Amount	Level	Amount
	1	37,800.00	51	47,800.00	101	57,800.00
	2	38,000.00	52	48,000.00	102	58,000.00
	3	38,200.00	53	48,200.00	103	58,200.00
	4	38,400.00	54	48,400.00	104	58,400.00
	5	38,600.00	55	48,600.00	105	58,600.00
	6	38,800.00	56	48,800.00	106	58,800.00
	7	39,000.00	57	49,000.00	107	59,000.00
	8	39,200.00	58	49,200.00	108	59,200.00
	9	39,400.00	59	49,400.00	109	59,400.00
	10	39,600.00	60	49,600.00	110	59,600.00
	11	39,800.00	61	49,800.00	111	59,800.00
	12	40,000.00	62	50,000.00	112	60,000.00
	13	40,200.00	63	50,200.00	113	60,200.00
	14	40,400.00	64	50,400.00	114	60,400.00
	15	40,600.00	65	50,600.00	115	60,600.00
	16	40,800.00	66	50,800.00	116	60,800.00
	17	41,000.00	67	51,000.00	117	61,000.00
	18	41,200.00	68	51,200.00	118	61,200.00
	19	41,400.00	69	51,400.00	119	61,400.00
	20	41,600.00	70	51,600.00	120	61,600.00
	21	41,800.00	71	51,800.00	121	61,800.00
	22	42,000.00	72	52,000.00	122	62,000.00
	23	42,200.00	73	52,200.00	123	62,200.00
	24	42,400.00	74	52,400.00	124	62,400.00
	25	42,600.00	75	52,600.00	125	62,600.00
	26	42,800.00	76	52,800.00	126	62,800.00
	27	43,000.00	77	53,000.00	127	63,000.00
	28	43,200.00	78	53,200.00	128	63,200.00
	29	43,400.00	79	53,400.00	129	63,400.00
	30	43,600.00	80	53,600.00	130	63,600.00
	31	43,800.00	81	53,800.00	131	63,800.00
	32	44,000.00	82	54,000.00	132	64,000.00
	33	44,200.00	83	54,200.00	133	64,200.00
Q	34	44,400.00	84	54,400.00	134	64,400.00
de	35	44,600.00	85	54,600.00	135	64,600.00
2	36	44,800.00	86	54,800.00	136	64,800.00
EN.	37	45,000.00	87	55,000.00	137	65,000.00
亨너	38	45,200.00	88	55,200.00	138	65,200.00
田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田田	39	45,400.00	89	55,400.00	139	65,400.00
₩.	40	45,600.00	90	55,600.00	140	65,600.00
H S	41	45,800.00	91	55,800.00	141	65,800.00
SC	42	46,000.00	92	56,000.00	142	66,000.00
Ś	43	46,200.00	93	56,200.00	143	66,200.00
MALCOLM THOMAS, SUPERINTENDENT	44	46,400.00	94	56,400.00	144	66,400.00
운 :	45	46,600.00	95	56,600.00	145	66,600.00
>	46	46,800.00	96	56,800.00	146	66,800.00
0	47	47,000.00	97	57,000.00	147	67,000.00
2	48	47,200.00	98	57,200.00	148	67,200.00
¥ ₹	49	47,400.00	99	57,400.00	149	67,400.00
	50	47,600.00	100	57,600.00	150	67,600.00

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(I)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 10 Mo. Contract \$400.
- Instructional Staff with a final rating of Effective will move one increment = 10 Mo. Contract \$200.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 10 Mo. Contract \$0.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY 11 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE 2018-2019 FISCAL YEAR

ALL PROFESSIONAL SERVICE CONTRACT AND CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

	Level	Amount	Level	Amount	<u>Level</u>	Amount
	1	41,580.00	51	52,580.00	101	63,580.00
	2	41,800.00	52	52,800.00	102	63,800.00
	3	42,020.00	53	53,020.00	103	64,020.00
	4	42,240.00	54	53,240.00	104	64,240.00
	5	42,460.00	55	53,460.00	105	64,460.00
	6	42,680.00	56	53,680.00	106	64,680.00
	7	42,900.00	57	53,900.00	107	64,900.00
	8	43,120.00	58	54,120.00	108	65,120.00
	9	43,340.00	59	54,340.00	109	65,340.00
	10	43,560.00	60	54,560.00	110	65,560.00
	11	43,780.00	61	54,780.00	111	65,780.00
	12	44,000.00	62	55,000.00	112	66,000.00
	13	44,220.00	63	55,220.00	113	66,220.00
	14	44,440.00	64	55,440.00	114	66,440.00
	15	44,660.00	65	55,660.00	115	66,660.00
	16	44,880.00	66	55,880.00	116	66,880.00
	17	45,100.00	67	56,100.00	117	67,100.00
	18	45,320.00	68	56,320.00	118	67,320.00
	19	45,540.00	69	56,540.00	119	67,540.00
	20	45,760.00	70	56,760.00	120	67,760.00
	21	45,980.00	71	56,980.00	121	67,980.00
	22	46,200.00	72	57,200.00	122	68,200.00
	23	46,420.00	73	57,420.00	123	68,420.00
	24	46,640.00	74	57,640.00	124	68,640.00
	25	46,860.00	75	57,860.00	125	68,860.00
	26	47,080.00	76	58,080.00	126	69,080.00
	27	47,300.00	77	58,300.00	127	69,300.00
	28	47,520.00	78	58,520.00	128	69,520.00
	29	47,740.00	79	58,740.00	129	69,740.00
	30	47,960.00	80	58,960.00	130	69,960.00
	31	48,180.00	81	59,180.00	131	70,180.00
0	32	48,400.00	82	59,400.00	132	70,400.00
Or	33	48,620.00	83	59,620.00	133	70,620.00
	/34	48,840.00	84	59,840.00	134	70,840.00
	35	49,060.00	85	60,060.00	135	71,060.00
ENDENT	35 36 37	49,280.00	86	60,280.00	136	71,280.00
	37	49,500.00	87	60,500.00	137	71,500.00
2	38	49,720.00	88	60,720.00	138	71,720.00
SUPERINT	38 9 39 40 41 42 43	49,940.00	89	60,940.00	139	71,940.00
જ	40	50,160.00	90	61,160.00	140	72,160.00
AS,	41	50,380.00	91	61,380.00	141	72,380.00
N N	42	50,600.00	92	61,600.00	142	72,600.00
Ĭ	43	50,820.00	93	61,820.00	143	72,820.00
2		51,040.00	94	62,040.00	144	73,040.00
MALCOLM THOMAS,	45	51,260.00	95 96	62,260.00	145	73,260.00
ALC.	46 47	51,480.00 51,700.00	96	62,480.00	146	73,480.00
Ž.	47 48	51,920.00	97 98	62,700.00 62,920.00	147 148	73,700.00
	49	52,140.00	99	63,140.00	148	73,920.00 74,140.00
	50	52,360.00	100	63,360.00	150	74,140.00
	50	32,300.00	100	03,300.00	130	74,300.00

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(I)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 11 Mo. Contract \$440.
- Instructional Staff with a final rating of Effective will move one increment = 11 Mo. Contract \$220.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 11 Mo. Contract \$0.

APPROVED ESCAMBIA COUNTY SCHOOL BOARD FEB 2 6 2019

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY 12 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE 2018-2019 FISCAL YEAR ALL PROFESSIONAL SERVICE CONTRACT AND CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

	Level	<u>Amount</u>	Level	Amount	Level	Amount
	1	45,360.00	51	57,360.00	101	69,360.00
	2	45,600.00	52	57,600.00	102	69,600.00
	3	45,840.00	53	57,840.00	103	69,840.00
	4	46,080.00	54	58,080.00	104	70,080.00
	5	46,320.00	55	58,320.00	105	70,320.00
	6	46,560.00	56	58,560.00	106	70,560.00
	7	46,800.00	57	58,800.00	107	70,800.00
	8	47,040.00	58	59,040.00	108	71,040.00
	9	47,280.00	59	59,280.00	109	71,280.00
	10	47,520.00	60	59,520.00	110	71,520.00
	11	47,760.00	61	59,760.00	111	71,760.00
	12	48,000.00	62	60,000.00	112	72,000.00
	13	48,240.00	63	60,240.00	113	72,240.00
	14	48,480.00	64	60,480.00	114	72,480.00
	15	48,720.00	65	60,720.00	115	72,720.00
	16	48,960.00	66	60,960.00	116	72,960.00
	17	49,200.00	67	61,200.00	117	73,200.00
	18	49,440.00	68	61,440.00	118	73,440.00
	19	49,680.00	69	61,680.00	119	73,680.00
	20	49,920.00	70	61,920.00	120	73,920.00
	21	50,160.00	71	62,160.00	121	74,160.00
	22	50,400.00	72	62,400.00	122	74,400.00
	23	50,640.00	73	62,640.00	123	74,640.00
	24	50,880.00	74	62,880.00	124	74,880.00
	25	51,120.00	75	63,120.00	125	75,120.00
	26	51,360.00	76	63,360.00	126	75,360.00
	27	51,600.00	77	63,600.00	127	75,600.00
	28	51,840.00	78	63,840.00	128	75,840.00
	29	52,080.00	79	64,080.00	129	76,080.00
	30	52,320.00	80	64,320.00	130	76,320.00
	31	52,560.00	81	64,560.00	131	76,560.00
	32	52,800.00	82	64,800.00	132	76,800.00
	33	53,040.00	83	65,040.00	133	77,040.00
	34	53,280.00	84	65,280.00	134	77,280.00
	35	53,520.00	85	65,520.00	135	77,520.00
Q	36	53,760.00	86	65,760.00	136	77,760.00
9	37	54,000.00	87	66,000.00	137	78,000.00
E d	38	54,240.00	88	66,240.00	138	78,240.00
씸	39	54,480.00	89	66,480.00	139	78,480.00
	40	54,720.00	90	66,720.00	140	78,720.00
≥ 1	41	54,960.00	91	66,960.00	141	78,960.00
띪	42	55,200.00	92	67,200.00	142	79,200.00
5	43	55,440.00	93	67,440.00	143	79,440.00
S,	44	55,680.00	94	67,680.00	144	79,680.00
₹ 6	45	55,920.00	95	67,920.00	145	79,920.00
Ş ₽	46	56,160.00	96	68,160.00	146	80,160.00
产店	47	56,400.00	97	68,400.00	147	80,400.00
MALCOLM THOMAS, SUPERINTENDENT	48	56,640.00	98	68,640.00	148	80,640.00
8	49	56,880.00	99	68,880.00	149	80,880.00
Z	50	57,120.00	100	69,120.00	150	81,120.00

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(I)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 12 Mo. Contract \$480.
- Instructional Staff with a final rating of Effective will move one increment = 12 Mo. Contract \$240.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 12 Mo. Contract \$0.

FEB 26

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY 10 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE 2018-2019 FISCAL YEAR ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT INSTRUCTIONAL PERSONNEL

1 37,800.00 51 47,800.00 101 57,800.00 2 38,000.00 52 48,000.00 102 58,000.00 3 38,200.00 53 48,200.00 103 58,200.00 4 38,400.00 54 48,400.00 104 58,400.00 5 38,600.00 55 48,600.00 105 58,600.00 6 38,800.00 56 48,800.00 106 58,800.00 7 39,000.00 57 49,000.00 107 59,000.00 8 39,200.00 58 49,200.00 108 59,200.00 10 39,600.00 60 49,600.00 110 59,600.00 11 39,800.00 61 49,800.00 111 59,800.00 12 40,000.00 62 50,000.00 111 60,000.00 13 40,200.00 63 50,200.00 113 60,200.00 14 40,400.00 64 50,400.00 114 60,400.00 15 40,600.00 65 50,600.00 115 60,600.00 16 40,800.00 66 50,800.00 116 60,800.00 17 41,000.00 67 51,000.00 117 61,000.00 18 41,200.00 68 51,200.00 118 61,200.00 19 41,400.00 69 51,400.00 119 61,400.00 20 41,600.00 70 51,600.00 120 61,600.00 21 41,800.00 77 53,000.00 122 62,000.00 22 42,000.00 72 52,000.00 123 62,200.00 23 42,200.00 77 53,000.00 124 62,400.00 24 42,400.00 78 53,600.00 126 62,600.00 25 42,600.00 77 53,000.00 127 63,000.00 21 43,800.00 77 53,000.00 127 63,000.00 22 42,000.00 77 53,000.00 127 63,000.00 23 42,400.00 78 53,600.00 126 62,600.00 24 42,400.00 79 53,400.00 127 63,000.00 25 42,600.00 77 53,000.00 127 63,000.00 26 42,800.00 77 53,000.00 127 63,000.00 27 43,000.00 78 53,600.00 131 63,600.00 28 43,200.00 78 53,600.00 131 63,600.00 30 43,600.00 80 53,600.00 131 63,600.00 31 43,800.00 81 53,800.00 131 63,600.00 32 44,000.00 82 54,000.00 132 64,000.00 33 44,000.00 88 55,000.00 131 66,000.00 34 44,000.00 88 55,000.00 131 66,000.00 34 44,000.00 89 55,600.00 134 64,000.00 34 44,000.00 89 55,600.00 134 66,000.00 34 44,000.00 89 55,600.00 134 66,000.00 35 44,600.00 89 55,600.00 134 66,000.00 36 44,600.00 99 55,600.00 134 66,000.00 37 45,000.00 99 55,600.00 134 66,000.00 38 45,000.00 99 55,600.00 134 66,000.00 39 45,600.00 99 55,600.00		Level	Amount	Level	Amount	Level	Amount
3 38,200.00 53 48,200.00 103 58,200.00 5 38,600.00 54 48,400.00 104 58,400.00 5 58,600.00 5 58,600.00 105 58,600.00 66 38,800.00 56 48,800.00 106 58,800.00 7 39,000.00 57 49,000.00 107 59,000.00 8 39,200.00 58 49,200.00 108 59,200.00 108 59,200.00 10 39,600.00 60 49,600.00 110 59,600.00 11 39,600.00 61 49,800.00 111 59,800.00 11 39,800.00 62 50,000.00 112 60,000.00 114 40,400.00 62 50,000.00 114 60,400.00 115 60,000.00 116 60,400.00 116 60,400.00 116 60,400.00 116 60,400.00 117 61,000.00 118 61,200.00 118 61,200.00 119 61,400.00 119 61,600.00 119 61,600.00 119 61,600.00 119 61,600.00 119 61,600.00 119 61,600.00 119 61,600.00 110 61,600.00		1	37,800.00	51	47,800.00	101	57,800.00
4 38,400.00 54 48,400.00 104 58,400.00 6 38,600.00 105 58,600.00 6 38,600.00 55 48,600.00 105 58,600.00 6 38,600.00 56 48,800.00 106 58,800.00 77 39,000.00 57 49,000.00 107 59,000.00 8 39,200.00 58 49,200.00 108 59,200.00 10 39,600.00 10 39,600.00 10 59 49,400.00 110 59,400.00 11 39,800.00 60 49,600.00 111 59,800.00 11 40,000.00 62 50,000.00 111 59,800.00 11 59,800.00 11 40,000.00 63 50,200.00 111 60,000.00 11 60,000.		2	38,000.00	52	48,000.00	102	58,000.00
5 38,600.00 55 48,600.00 105 58,600.00 6 38,800.00 56 48,800.00 106 58,800.00 7 39,000.00 57 49,000.00 107 59,000.00 107 59,000.00 107 39,000.00 58 49,200.00 108 59,200.00 103,400.00 59 49,400.00 109 59,400.00 110 59,600.00 111 39,600.00 60 49,600.00 111 59,600.00 112 40,000.00 62 50,000.00 111 59,600.00 113 60,200.00 114 40,400.00 64 50,400.00 114 60,400.00 16 40,600.00 65 50,600.00 115 60,000.00 16 40,600.00 66 50,800.00 116 60,800.00 16 40,800.00 116 60,800.00 16 40,800.00 66 50,800.00 116 60,800.00 16 40,800.00 66 50,800.00 116 60,800.00 17 41,000.00 67 51,000.00 117 61,000.00 18 41,200.00 68 51,200.00 118 61,200.00 120 61,600.00 120		3	38,200.00	53	48,200.00	103	58,200.00
6 38,800.00 56 48,800.00 106 58,800.00 77 39,000.00 57 49,000.00 107 59,000.00 8 39,000.00 58 49,000.00 108 59,200.00 108 59,200.00 10 39,600.00 60 49,600.00 110 59,600.00 111 39,800.00 61 49,800.00 111 59,800.00 12 40,000.00 62 50,000.00 113 60,000.00 13 40,200.00 63 50,200.00 114 60,400.00 15 40,600.00 115 60,600.00 15 40,600.00 65 50,600.00 116 60,800.00 66 50,800.00 117 60,000.00 16 40,800.00 66 50,800.00 116 60,800.00 17 41,400.00 68 51,200.00 118 61,200.00 18 41,200.00 68 51,200.00 118 61,200.00 19 41,400.00 69 51,400.00 119 61,400.00 120 61,600.00 120 61,600.00 121 61,600.00 121 61,600.00 122 62,000.00 1		4	38,400.00	54	48,400.00	104	58,400.00
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45 46,600.00 95 56,600.00 145 66,600.00 46 46,800.00 96 56,800.00 146 66,800.00 47 47,000.00 97 57,000.00 147 67,000.00 48 47,200.00 98 57,200.00 148 67,200.00 49 47,400.00 99 57,400.00 149 67,400.00 50 47,600.00 100 57,600.00 150 67,600.00	AS,					144	
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47 47,000.00 97 57,000.00 147 67,000.00 48 47,200.00 98 57,200.00 148 67,200.00 49 47,400.00 99 57,400.00 149 67,400.00 50 47,600.00 100 57,600.00 150 67,600.00	Ĭ	-	46,800.00		56,800.00		66,800.00
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50 47,600.00 100 57,600.00 150 67,600.00	A I	49					
	ž \$	50	47,600.00	100	57,600.00	150	67,600.00

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- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(I)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 10 Mo. Contract \$400.
- Instructional Staff with a final rating of Effective will move one increment = 10 Mo. Contract \$200.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 10 Mo. Contract \$0.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY 11 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE 2018-2019 FISCAL YEAR

ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT INSTRUCTIONAL PERSONNEL

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	41,580.00	51	52,580.00	101	63,580.00
2	41,800.00	52	52,800.00	102	63,800.00
3	42,020.00	53	53,020.00	103	64,020.00
4	42,240.00	54	53,240.00	104	64,240.00
5	42,460.00	55	53,460.00	105	64,460.00
6	42,680.00	56	53,680.00	106	64,680.00
7	42,900.00	57	53,900.00	107	64,900.00
8	43,120.00	58	54,120.00	108	65,120.00
9	43,340.00	59	54,340.00	109	65,340.00
10	43,560.00	60	54,560.00	110	65,560.00
11	43,780.00	61	54,780.00	111	65,780.00
12	44,000.00	62	55,000.00	112	66,000.00
13	44,220.00	63	55,220.00	113	66,220.00
14	44,440.00	64	55,440.00	114	66,440.00
15	44,660.00	65	55,660.00	115	66,660.00
16	44,880.00	66	55,880.00	116	66,880.00
17	45,100.00	67	56,100.00	117	67,100.00
18	45,320.00	68	56,320.00	118	67,320.00
19	45,540.00	69	56,540.00	119	67,540.00
20	45,760.00	70	56,760.00	120	67,760.00
21	45,980.00	71	56,980.00	121	67,980.00
22	46,200.00	72	57,200.00	122	68,200.00
23	46,420.00	73	57,420.00	123	68,420.00
24	46,640.00	74	57,640.00	124	68,640.00
25	46,860.00	75	57,860.00	125	68,860.00
26	47,080.00	76	58,080.00	126	69,080.00
27	47,300.00	77	58,300.00	127	69,300.00
28	47,520.00	78	58,520.00	128	69,520.00
29	47,740.00	79	58,740.00	129	69,740.00
30	47,960.00	80	58,960.00	130	69,960.00
31	48,180.00	81	59,180.00	131	70,180.00
32	48,400.00	82	59,400.00	132	70,400.00
33	48,620.00	83	59,620.00	133	70,620.00
34	48,840.00	84	59,840.00	134	70,840.00
35	49,060.00	85	60,060.00	135	71,060.00
36	49,280.00	86	60,280.00	136	71,280.00
37	49,500.00	87	60,500.00	137	71,500.00
38	49,720.00	88	60,720.00	138	71,720.00
39	49,940.00	89	60,940.00	139	71,940.00
40	50,160.00	90	61,160.00	140	72,160.00
41	50,380.00	91	61,380.00	141	72,380.00
	50,600.00	92	61,600.00	142	72,600.00
42	50,820.00	93	61,820.00	143	72,820.00
44	51,040.00	94	62,040.00	144	73,040.00
45	51,260.00	95	62,260.00	145	73,260.00
46	51,480.00	96	62,480.00	145	73,480.0
47	51,700.00	97	62,700.00	147	73,700.00
47					
	51,920.00 52,140.00	98 99	62,920.00 63,140.00	148 149	73,920.00 74,140.00
49					

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(I)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 11 Mo. Contract \$440.
- Instructional Staff with a final rating of Effective will move one increment = 11 Mo. Contract \$220.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 11 Mo. Contract \$0.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY 12 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE 2018-2019 FISCAL YEAR ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT INSTRUCTIONAL PERSONNEL

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	45,360.00	51	57,360.00	101	69,360.00
2	45,600.00	52	57,600.00	102	69,600.00
3	45,840.00	53	57,840.00	103	69,840.00
4	46,080.00	54	58,080.00	104	70,080.00
5	46,320.00	55	58,320.00	105	70,320.00
6	46,560.00	56	58,560.00	106	70,560.00
7	46,800.00	57	58,800.00	107	70,800.00
8	47,040.00	58	59,040.00	108	71,040.00
9	47,280.00	59	59,280.00	109	71,280.00
10	47,520.00	60	59,520.00	110	71,520.00
11	47,760.00	61	59,760.00	111	71,760.00
12	48,000.00	62	60,000.00	112	72,000.00
13	48,240.00	63	60,240.00	113	72,240.00
14	48,480.00	64	60,480.00	114	72,480.00
15	48,720.00	65	60,720.00	115	72,720.00
16	48,960.00	66	60,960.00	116	72,960.00
17	49,200.00	67	61,200.00	117	73,200.00
18	49,440.00	68	61,440.00	118	73,440.00
19	49,680.00	69	61,680.00	119	73,680.00
20	49,920.00	70	61,920.00	120	73,920.00
21	50,160.00	71	62,160.00	121	74,160.00
22	50,400.00	72	62,400.00	122	74,400.00
23	50,640.00	73	62,640.00	123	74,640.00
24	50,880.00	74	62,880.00	124	74,880.00
25	51,120.00	75	63,120.00	125	75,120.00
26	51,360.00	76	63,360.00	126	75,360.00
27	51,600.00	77	63,600.00	127	75,600.00
28	51,840.00	78	63,840.00	128	75,840.00
29	52,080.00	79	64,080.00	129	76,080.00
30	52,320.00	80	64,320.00	130	76,320.00
31	52,560.00	81	64,560.00	131	76,560.00
32	52,800.00	82	64,800.00	132	76,800.00
33	53,040.00	83	65,040.00	133	77,040.00
34	53,280.00	84	65,280.00	134	77,280.00
35	53,520.00	85	65,520.00	135	77,520.00
36	53,760.00	86	65,760.00	136	77,760.00
37		87	66,000.00	137	78,000.00
38	54,000.00			138	
-	54,240.00	88	66,240.00		78,240.00
39	54,480.00	89	66,480.00	139	78,480.00
40	54,720.00	90	66,720.00	140	78,720.00
41	54,960.00	91	66,960.00	141	78,960.00
42	55,200.00	92	67,200.00	142	79,200.00
43	55,440.00	93	67,440.00	143	79,440.00
44	55,680.00	94	67,680.00	144	79,680.00
45	55,920.00	95	67,920.00	145	79,920.00
46	56,160.00	96	68,160.00	146	80,160.00
47	56,400.00	97	68,400.00	147	80,400.00
48	56,640.00	98	68,640.00	148	80,640.00
49	56,880.00	99	68,880.00	149	80,880.00
50	57,120.00	100	69,120.00	150	81,120.00

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(I)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 12 Mo. Contract \$480.
- Instructional Staff with a final rating of Effective will move one increment = 12 Mo. Contract \$240.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 12 Mo. Contract \$0.

SUPPLEMENT	10 MONTHS	11 MONTHS	12 MONTHS
	RANK	PAY	
Masters (In-Field)	2,500	2,750	3,000
Masters (Out-of-Field)	1,700	1,870	2,040
Specialist (In-Field)	3,100	3,410	3,720
Specialist (Out-of-Field)	2,600	2,860	3,120
Doctorate (In-Field)	3,600	3,960	4,320
Doctorate (Out-of-Field)	3,300	3,630	3,960

APPROVED ESCAMBIA COUNTY SCHOOL BOARD

FEB 2 6 2019

MALCOLM THOMAS, SUPERINTENDENT WERIFIED BY RECORDING SECRETARY

	PAY PERIOD			RIENCE		RIENCE EARS
SUPPLEMENT	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
SOFFELIVILIAI	DEGIN	LIND	INDEX	ANIOUNT	INDEX	AMOUNT
<u>HIGH SCHOOL:</u>						
Athletic Director	JUL	JUN	0.1151	4,351	0.1279	4,835
Head Coach						
Baseball	FEB	MAY	0.1023	3,867	0.1046	3,954
Basketball (Boys & Girls)	NOV	FEB	0.1116	4,218	0.1163	4,396
Cross Country	AUG	OCT	0.0535	2,022	0.0558	2,109
Diving	AUG	OCT	0.0535	2,022	0.0558	2,109
Flag Football (Girls)	FEB	APR	0.0535	2,022	0.0558	2,109
Football	JUL	JUN	0.1593	6,022	0.1674	6,328
Lacrosse	JAN	APR	0.1023	3,867	0.1046	3,954
Golf (Boys & Girls)	AUG	OCT	0.0535	2,022	0.0558	2,109
Soccer (Boys & Girls)	OCT	JAN	0.1023	3,867	0.1046	3,954
Softball	FEB	MAY	0.1023	3,867	0.1046	3,954
Swimming	AUG	OCT	0.0535	2,022	0.0558	2,109
Tennis	JAN	APR	0.0535	2,022	0.0558	2,109
Track (Boys & Girls)	JAN	APR	0.1023	3,867	0.1046	3,954
Volleyball	AUG	OCT	0.1023	3,867	0.1046	3,954
Weightlifting (Boys)	JAN	MAR	0.0535	2,022	0.0558	2,109
Weightlifting (Girls)	OCT	FEB	0.0535	2,022	0.0558	2,109
Wrestling	NOV	FEB	0.0535	2,022	0.0558	2,109
Assistant Coach						
Baseball (J.V. & 9th)	FEB	MAY	0.0616	2,328	0.0628	2,374
Basketball (J.V. Boys &						
Girls; 9th Boys & Girls)	NOV	FEB	0.0779	2,945	0.0814	3,077
Football - Fall	AUG	NOV	0.0651	2,461	0.0675	2,552
Football - Spring	MAY	JUN	0.0407	1,538	0.0419	1,584
Lacrosse	JAN	APR	0.0616	2,328	0.0628	2,374
Soccer (J.V. Boys & Girls)	OCT	JAN	0.0616	2,328	0.0628	2,374
Softball (J.V. & 9th)	FEB	MAY	0.0616	2,328	0.0628	2,374
Swimming	AUG	OCT	0.0454	1,716	0.0477	1,803
Track (Boys & Girls)	JAN	APR	0.0616	2,328	0.0628	2,374
Volleyball (J.V. & 9th)	AUG	OCT	0.0616	2,328	0.0628	2,374
Cheerleader Sponsor						
9th Grade	AUG	JUN	0.0454	1,716	0.0477	1,803
Junior Varsity	AUG	JUN	0.0454	1,716	0.0477	
Varsity	AUG	JUN	0.0675	2,552	0.0698	2,638
APPROVED SCAMBIA COUNTY SCHOOL BOARD						

FEB 2 6 2019

	PAY PERIOD			RIENCE EARS		RIENCE EARS
SUPPLEMENT	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
MIDDLE SCHOOL:						
Head Coach						
Basketball	AUG	NOV	0.0535	2,022	0.0558	2,109
Football	AUG	NOV	0.0535	2,022	0.0558	2,109
Swimming	DEC	FEB	0.0535	2,022	0.0558	2,109
Track	MAR	MAY	0.0535	2,022	0.0558	2,109
Volleyball	DEC	MAR	0.0535	2,022	0.0558	2,109
Assistant Coach						
Basketball	AUG	NOV	0.0454	1,716	0.0477	1,803
Football	AUG	NOV	0.0454	1,716	0.0477	1,803
Swimming	DEC	FEB	0.0454	1,716	0.0477	1,803
Track	MAR	MAY	0.0454	1,716	0.0477	1,803
Volleyball	DEC	MAR	0.0454	1,716	0.0477	1,803
Cheerleader Sponsor	AUG	JUN	0.0395	1,493	0.0419	1,584
	MUSI	C ACTIVIT	Υ			
<u>HIGH SCHOOL:</u>						
Band						
Director	JUL	JUN	0.1256	4,748	0.1302	4,922
Assistant Director	JUL	JUN	0.0895	3,383	0.0918	3,470
Choral						
Director	AUG	JUN	0.0895	3,383	0.0918	3,470
Assistant Director	AUG	JUN	0.0779	2,945	0.0802	3,032
Strings Director	AUG	JUN	0.1035	3,912	0.1070	4,045
MIDDLE SCHOOL:						
Band Director	AUG	JUN	0.0779	2,945	0.0814	3,077
Choral Director	AUG	JUN	0.0535	2,022	0.0558	2,109
Strings Director	AUG	JUN	0.1035	3,912	0.1070	4,045
ESCAMBIA COUNTY SCHOOL BOARD						

FEB 2 6 2019

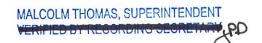
6-27	PAY		A STATE OF THE PROPERTY OF	EXPERIENCE		RIENCE
	PER			EARS		EARS
SUPPLEMENT	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
F						
	CO-0	CURRICULA	AR .			
Curriculum Coordinator	AUG	JUN	0.0651	2,461	0.0674	2,548
Administrative Dean						
High School	AUG	JUN	0.0860	3,251	0.0883	3,338
Middle School	AUG	JUN	0.0860	3,251	0.0883	3,338
Educational Specialist	AUG	JUN	0.0768	2,903	0.0790	2,986
Staffing Specialist	JUL	JUN	0.0768	2,903	0.0790	2,986
Teacher On Special Assignment	JUL	JUN	0.0768	2,903	0.0790	2,986
School Social Worker	AUG	JUN	0.1023	3,867	0.1046	3,954
Teacher-In-Charge	AUG	JUN	0.0686	2,593	0.0709	2,680
Academic Honor Society	AUG	JUN	0.0337	1,274	0.0361	1,365
Academic Sponsors	AUG	JUN	0.0337	1,274	0.0361	1,365
Student Government	AUG	JUN	0.0337	1,274	0.0361	1,365
Agriculture Teacher						
Basic	JUL	JUN	0.0860	3,251	0.0883	3,338
Future Farmers of America	JUL	JUN	0.0604	2,283	0.0628	2,374
Learning Laboratory	JUL	JUN	0.0604	2,283	0.0628	2,374
Yearbook/Newspaper Sponsor						
High School	AUG	JUN	0.0523	1,977	0.0546	2,064

APPROVED ESCAMBIA COUNTY SCHOOL BOARD

Middle School

Theatre Arts High School

FEB 2 6 2019



JUN

JUN

1,319

2,022

0.0372

0.0558

0.0349

0.0535

1,406

2,109

AUG

AUG

	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
SUPPLEMENT	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
Forensics (Speech, Debate, & Mock 1 High School Middle School	r ial) AUG AUG	JUN	0.0337 0.0314	1,274 1,187	0.0361 0.0337	1,365 1,274
Speech/Drama Middle School	AUG	JUN	0.0314	1,187	0.0337	1,274

Notes:

- Faculty Leader supplements are determined by the number of instructional units at each cost center multiplied by \$100. Cost center dollar entitlement will be determined annually and will be based on instructional grids.
- Differentiated Pay supplements of \$1,000 will be paid to instructional staff with a final overall rating of effective or higher on the instructional appraisal at any school designated by the parties as critically low-performing.
- Wellness Coordinator \$200.00 supplement to be paid at the end of the academic year once the coordinator has completed the required activities and paperwork. The paperwork should be turned into Risk Management.

APPROVED ESCAMBIA COUNTY SCHOOL BOARD

FEB 2 6 2019

MALCOLM THOMAS, SUPERINTENDENT VERIFIED BY RECORDING SECRETARY PO